
OVERVIEW

The [Michigan Department of Health and Human Services' \(MDHHS\) Equal Opportunity and Diversity Policy](#) establishes that as a human services organization we continuously seek to deliver and maintain quality services to our customers regardless of age, color, disability, height, genetic information, marital status, national origin, partisan consideration, race, religion, sex, sexual orientation or weight as defined by federal and state laws and regulation in our relations with applicants, employees, clients, contractors and vendors.

RESPONSIBLE STAFF

The obligation to provide appropriate services, policies, practices, and procedures to individuals in need of reasonable accommodations is required across all child welfare program areas, for both MDHHS and private child placing agencies and child caring institutions. All child welfare staff must review this policy item and the linked documents for details on meeting the obligations of providing appropriate services, policies, practices, and procedures, to individuals in need of reasonable accommodations.

NON-DISCRIMINATION IN SERVICE DELIVERY

The [MDHHS Non-Discrimination in Service Delivery](#) must be reviewed by all child welfare staff. This document contains the following information:

- Complete definition of protected persons.
- Information on how to meet the obligation of providing reasonable accommodations.
- Case file documentation.
- Americans with Disabilities Act (ADA) and Section 504 of the Rehabilitation Act (Section 504) complaint procedures.

GRIEVANCE PROCEDURES

Any person who believes someone has been subjected to discrimination may file a grievance. It is against the law for MDHHS

to retaliate against anyone who opposes discrimination, files a grievance, or participates in the investigation of a grievance. For information on the department's grievance procedures, see [APX 680, Compliance with Section 1557 of the Affordable Care Act](#).

This procedure does not impair the right of an individual to file a complaint with the [Office for Civil Rights, U.S. Department of Health and Human Services](#) or the [Michigan Department of Civil Rights](#).

LEGAL AUTHORITY

Federal

Section 1557, Patient Protection and Affordable Care Act, 45 CFR Part 92.

Section 504, Rehabilitation Act of 1973, as amended, 29 U.S.C. § 701.

Americans with Disabilities Act, 42 U.S.C. §§12101 et seq.

Title IV, XIX, and XX of the Social Security Act.

State

Deaf Persons' Interpreters Act, 1982 PA 204, as amended, MCL 393.501 et seq.

Persons with Disabilities Civil Rights Act, 1976 PA 220, as amended, MCL 37.1101 et seq.

The Social Welfare Act, 280 PA 1939, MCL 400.57g.

POLICY CONTACT

Questions about this policy item may be directed to the [Child Welfare Policy Mailbox](#).